



ANNUAL REPORT

2025



Visit Our Website
www.worf.or.tz

1.0 Message from the Founder

2025 has been a defining year for the Women in Recycling Foundation (WORF). It was a year of growth, learning, visibility, and deepened impact—grounded in our belief that women and youth are not only affected by environmental challenges, but are central to shaping sustainable and inclusive solutions.

Throughout the year, WORF worked alongside women waste pickers, young eco-entrepreneurs, community leaders, and partners to advance **inclusive circular economy systems**, sustainable waste management, and climate action. Our focus extended beyond recycling alone, embracing circular approaches that promote resource efficiency, value addition, entrepreneurship, and community resilience. We witnessed powerful transformations: women reclaiming dignity through circular livelihoods, youth turning environmental challenges into viable green enterprises, and communities organizing to protect their health, environment, and local economies.

2025 also marked a period of institutional strengthening for WORF. We expanded strategic partnerships, actively engaged in national and global platforms, and reinforced our credibility as a women-led organization contributing meaningfully to climate resilience, economic empowerment, and just transitions in Tanzania.

None of this progress would have been possible without the trust of our partners, the commitment of our team, and the courage of the women and youth we serve. As we reflect on 2025, we remain committed to scaling inclusive, community-driven circular economy solutions that turn waste into opportunity and ensure that no one is left behind in the transition toward a more just and sustainable future.

With gratitude and determination,

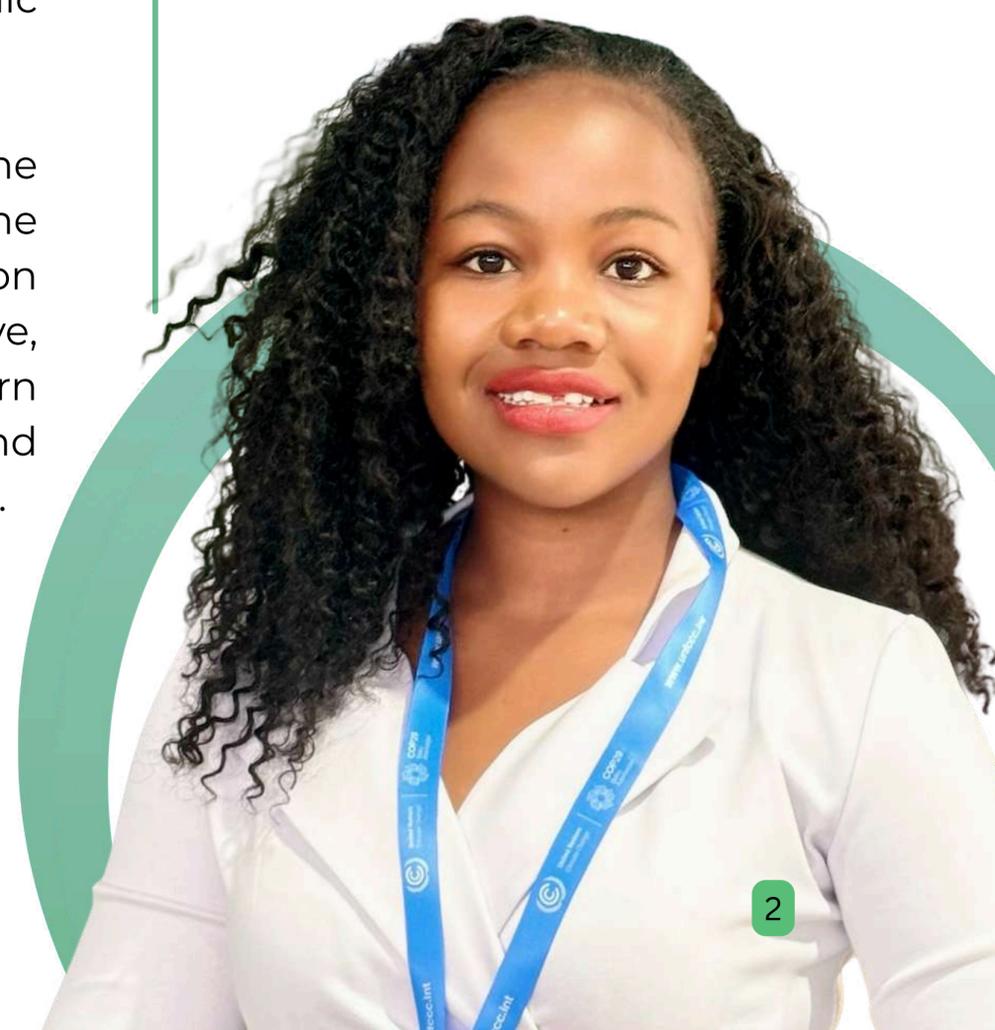
Hellena Sailas

Founder & Executive Director

Women in Recycling Foundation (WORF)

“

When women and youth lead the circular economy, waste becomes dignity, opportunity, and climate action.



2.0 About the Women in Recycling Foundation (WORF)

The Women in Recycling Foundation (WORF) is a young women-led non-governmental organization (NGO) legally registered under the NGO Act of 2002 with registration number **ooNGO/R/1622**. Founded by four passionate environmental feminists under the age of 30, WORF is dedicated to advancing environmental sustainability and economic empowerment through innovative waste management solutions in Tanzania, with a strong focus on empowering women and girls.

WORF promotes a circular economy approach that transforms waste into valuable resources, creating sustainable livelihoods while contributing to environmental conservation. Guided by a five-pillar model—**Engage, Develop, Empower, Connect, and Thrive**—WORF integrates climate education, economic resilience, and gender equity to deliver community-led, scalable solutions that advance climate justice and women's empowerment.



About Us

The Women in Recycling Foundation (WORF) works to bridge environmental conservation and economic empowerment, particularly for marginalized communities. By turning waste into opportunity, WORF addresses interconnected challenges of unemployment, poverty, gender inequality, and environmental degradation.

The organization prioritizes inclusive participation, innovation, and practical action to ensure sustainable impact at the community level.

Vision

To be a leading force in environmental conservation and economic empowerment in Tanzania—especially for women, girls, and marginalized communities—where sustainable waste management contributes to a cleaner environment and inclusive economic opportunities.

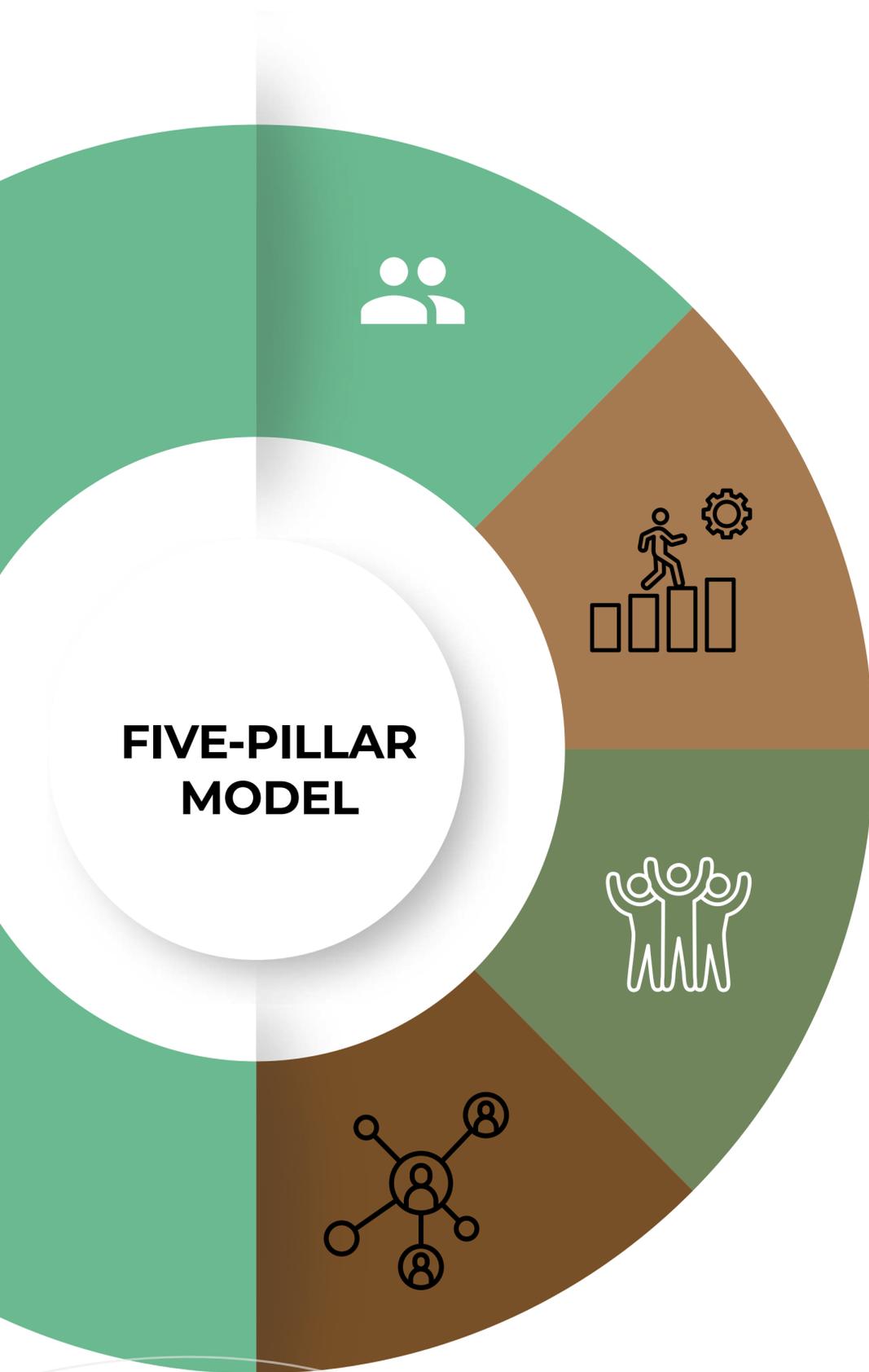
Mission

To empower women and girls—particularly those living on less than \$2 per day—through sustainable waste management practices that transform waste into valuable resources, create green jobs, and promote environmental stewardship while fostering economic independence.



3.0 Organizational Approach: The Five-Pillar Model

WORF’s work is guided by an integrated five-pillar approach:



Engage:

Mobilizing communities, women, and youth to actively participate in environmental action

Develop

Building skills and knowledge in recycling, entrepreneurship, and climate resilience

Empower:

Supporting income generation, leadership, and decision-making

Connect:

Strengthening partnerships across sectors and levels

Thrive:

Creating long-term, community-led systems for livelihoods and environmental protection

4.0 2025 at a Glance

Aggregated Results Across All WORF Programs

The figures below reflect combined results from all projects implemented by WORF in 2025. Each individual is counted once per project, and totals represent conservative aggregation across interventions.

Program Reach & Participation

- Women directly reached: 430+
- Youth directly engaged: 200+
- Community members engaged through forums, campaigns, and events: 650+
- Total direct beneficiaries: 600+
- Indirect beneficiaries (estimated): 1,500+
- Tons of waste recycled - 207

Total direct beneficiaries

600

Indirect beneficiaries
(estimated)

1500+

ECONOMIC & SKILLS OUTCOMES

- Women and youth supported with income-generating skills: 400+
- Green and eco-friendly business ideas supported or strengthened: 60+
- Women and youth accessing safer waste management practices: 100+

Women and youth
supported with
income-generating
skills

400+

ENVIRONMENTAL & CLIMATE ACTION

- Community clean-ups, advocacy walks, and climate actions conducted: 10+
- Stakeholder dialogues and policy-oriented forums convened: 5
- Communities engaged in waste segregation, circular practices, and climate awareness: Multiple wards in Temeke and surrounding areas

Community clean-ups, advocacy walks, and climate actions conducted

10+



PARTNERSHIPS & ECOSYSTEM ENGAGEMENT

- Strategic partners and donors engaged: 15+
- Local Government Authorities actively collaborating: Temeke Municipality and ward leadership
- National, regional, and international platforms participated in: 8+

Strategic partners and donors engaged

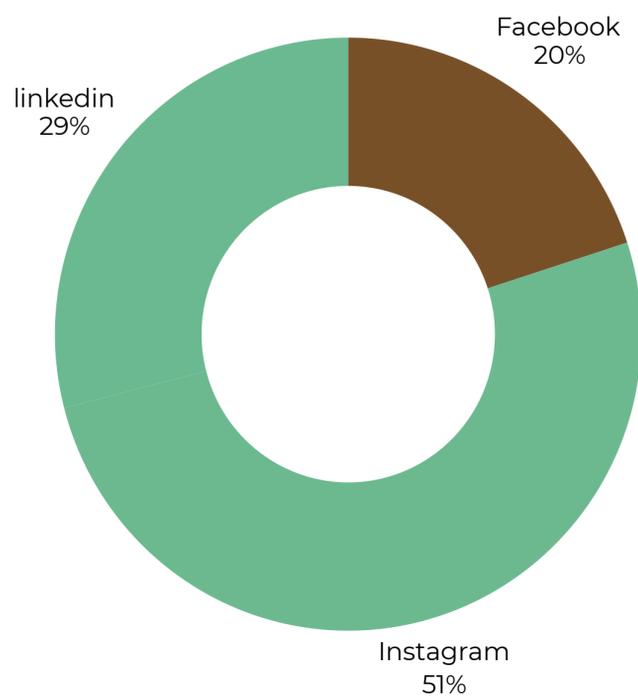
15+



PUBLIC ENGAGEMENT & DIGITAL REACH

In 2025, WORF strengthened public engagement and advocacy through digital platforms, amplifying circular economy narratives, women’s leadership, and climate action.

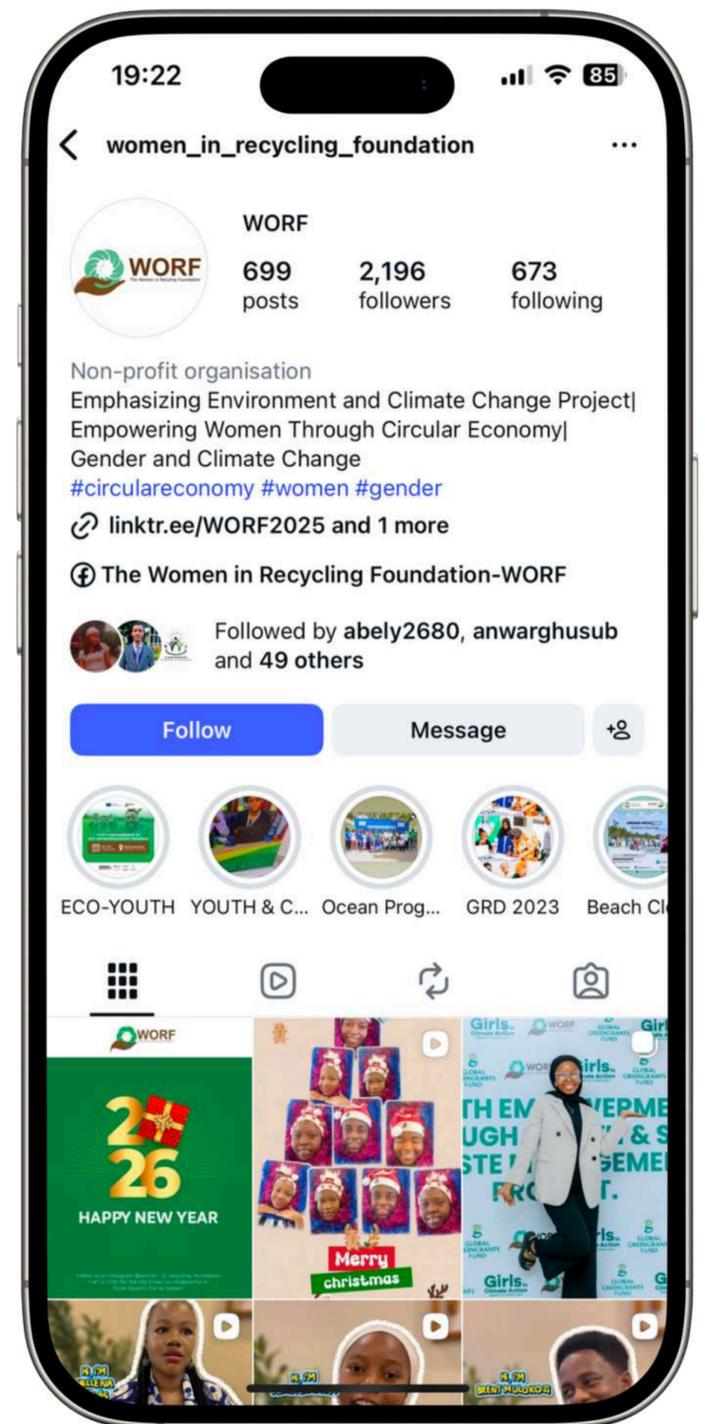
RESULT



- **Facebook:** 14,000
- **Instagram:** 35,000
- **LinkedIn:** 19,500

TOTAL SOCIAL MEDIA REACH:

68,500



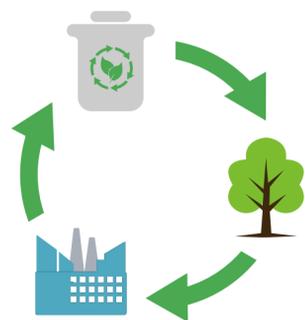


5.0 Programs & Project Interventions

5.1 Economic Women Empowerment through Circular Economy Activities

The **Economic Women Empowerment through Circular Economy Activities** project is one of WORF's core interventions aimed at strengthening women's livelihoods while advancing inclusive and sustainable circular economy systems. The project addresses the intersection of poverty, gender inequality, unsafe waste work, and environmental degradation by enabling women to participate meaningfully in circular value chains.

Rather than focusing solely on recycling, the project adopts a **circular economy approach** that emphasizes waste recovery, value addition, entrepreneurship, safer working practices, and market access. Women are supported not only as waste collectors, but as **economic actors, entrepreneurs, and environmental leaders** within their communities.



Circular economy approach



Economic Actors



Environmental leaders

Project Objectives

The project was designed to:

- Strengthen women's economic participation within circular economy value chains
- Improve safety, dignity, and working conditions in informal waste systems
- Build business, financial, and technical skills for sustainable livelihoods
- Promote women's leadership in community-level environmental solutions

Key Activities Implemented in 2025

During the reporting period, WORF implemented a combination of capacity building, practical training, and community engagement activities, including:

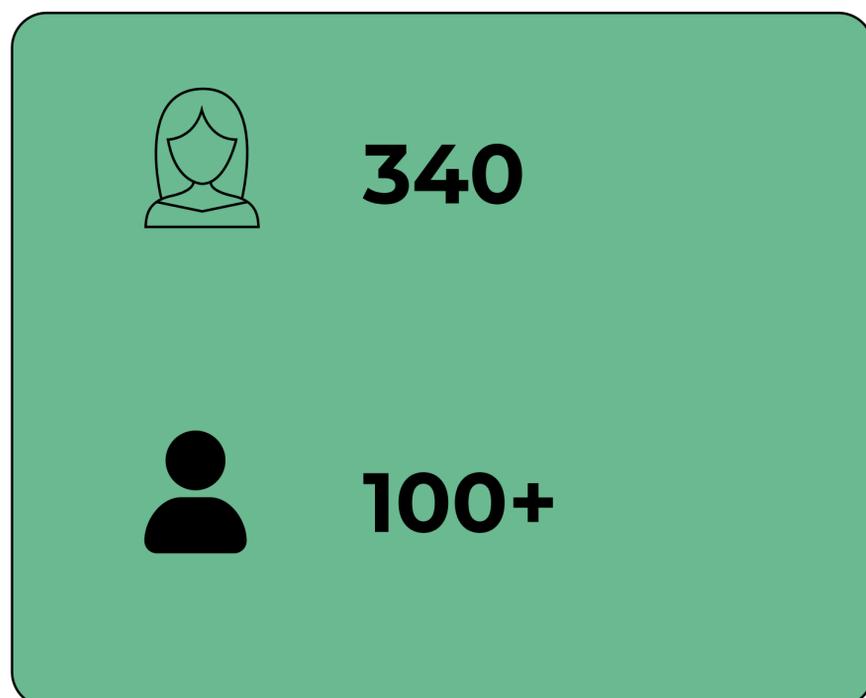
- Technical training on waste recovery, sorting, and circular economy practices
- Business development and green entrepreneurship training
- Financial literacy, savings, and income management sessions
- Support for group-based circular enterprises and value addition initiatives
- Community sensitization and advocacy on inclusive and dignified waste work



Project Reach and Participation

In 2025, the project achieved the following results:

- Women directly supported: 340
- Girls (13–17) engaged through community and training activities: 25
- Men engaged as allies and supporters: 100+
- Indirect beneficiaries reached through community engagement: 1,570



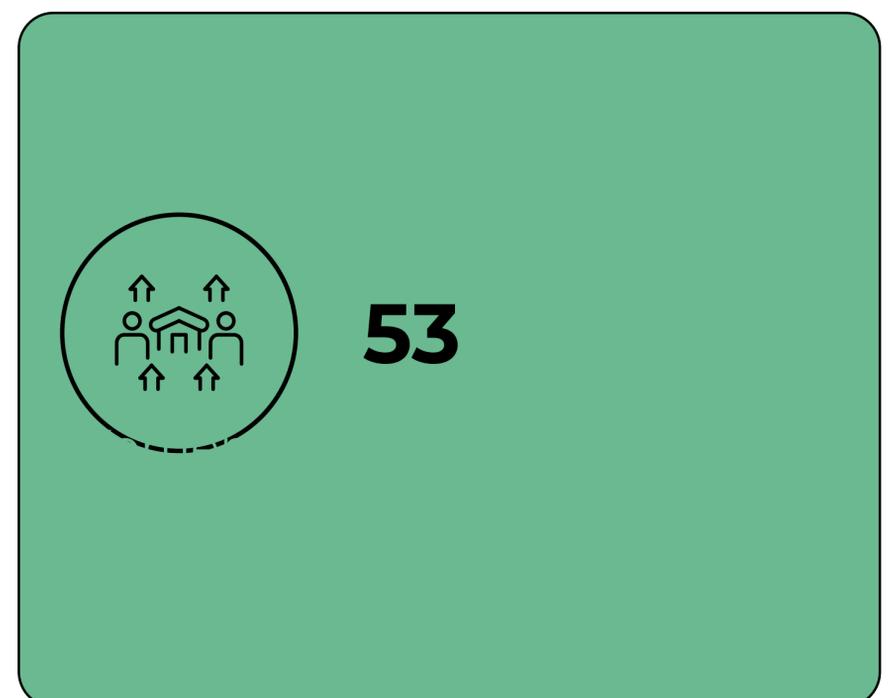
These figures reflect individuals directly engaged in training, enterprise support, and circular economy activities under this project.



Economic and Livelihood Outcomes

The project generated tangible economic improvements for participating women:

- Women and youth establishing green micro-enterprises: 53
- Participants who increased their daily income: 47
- Average income increase: from approximately \$2 per day to \$4.5 per day
- Participants who increased savings: 42



Women established and strengthened enterprises across various circular economy activities, including waste collection and sorting, plastic recovery, eco-friendly product development, and small-scale value addition.

Skills Development and Empowerment Outcomes

Beyond income, the project contributed to strong personal and professional transformation:

- Women demonstrating improved self-confidence: 280
- Participants improving financial and economic knowledge: 145
- Participants adopting new or improved business practices: 139

Participants reported increased confidence in decision-making, public speaking, enterprise management, and community leadership. Many women described a shift in identity—from informal waste pickers to entrepreneurs and contributors to environmental sustainability.

Environmental and Social Impact

The project contributed to broader community and environmental outcomes by:

- Promoting safer and more organized waste recovery practices
- Reducing stigma associated with waste work through visibility and advocacy
- Strengthening community awareness of circular economy solutions
- Encouraging women's leadership in environmental action



5.2 Youth Empowerment in Eco-Entrepreneurship Program

Project Overview

The Youth Empowerment in Eco-Entrepreneurship Program is a flagship initiative of WORF designed to equip youth—especially young women—with the knowledge, skills, and opportunities to establish sustainable and environmentally responsible enterprises. The program responds to the dual challenge of youth unemployment and environmental degradation in Tanzania, particularly plastic pollution and poor waste management.

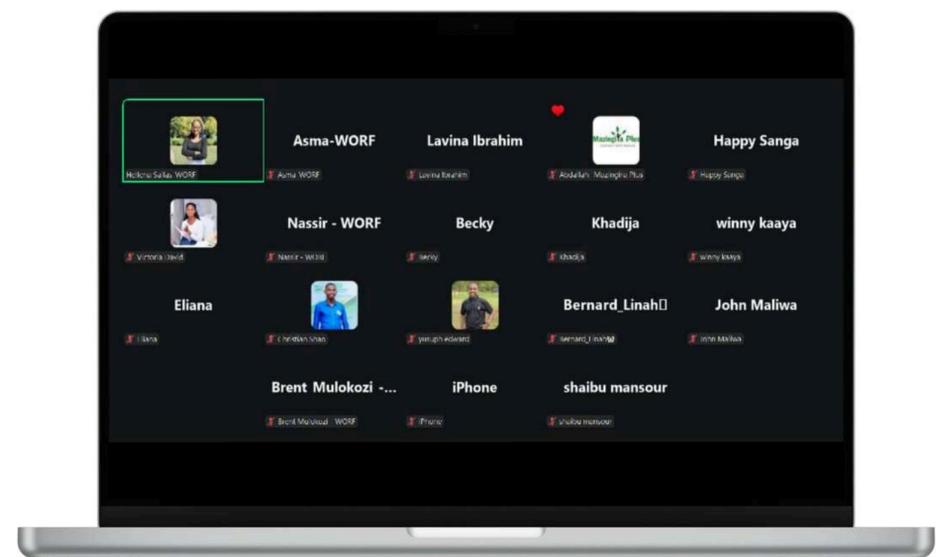
The program contributes directly to the following Sustainable Development Goals (SDGs):

- SDG 5: Gender Equality
- SDG 8: Decent Work and Economic Growth
- SDG 12: Responsible Consumption and Production
- SDG 13: Climate Action



Phase I: Virtual Training (September 2025)

The virtual phase provided foundational knowledge on green entrepreneurship, innovation, and sustainable business models. A total of 15 youth participants (10 women and 5 men) from Dar es Salaam and surrounding districts took part in interactive online sessions facilitated by experts in environmental management, innovation, and business development.



The initiative was implemented in two phases: a Virtual Training Phase and a Physical Training and Pitch Phase.

Virtual Training Content

Key training topics included:

- **Foundations of Green Entrepreneurship:** Introduction to green and circular economy concepts and analysis of Tanzania’s waste challenges.
- **Ideation and Problem Solving:** Application of design thinking to transform environmental challenges into business opportunities.
- **Business Model Development:** Use of Lean Startup methodology to develop value propositions and revenue streams.
- **Environmental Compliance and Impact:** Overview of environmental regulations, NEMC procedures, and carbon footprint measurement.
- **Prototyping and Product Development:** Development of Minimum Viable Products (MVPs) and integration of sustainability across product lifecycles.
- **Pitching to Investors:** Strengthening storytelling, presentation structure, and pitching confidence.

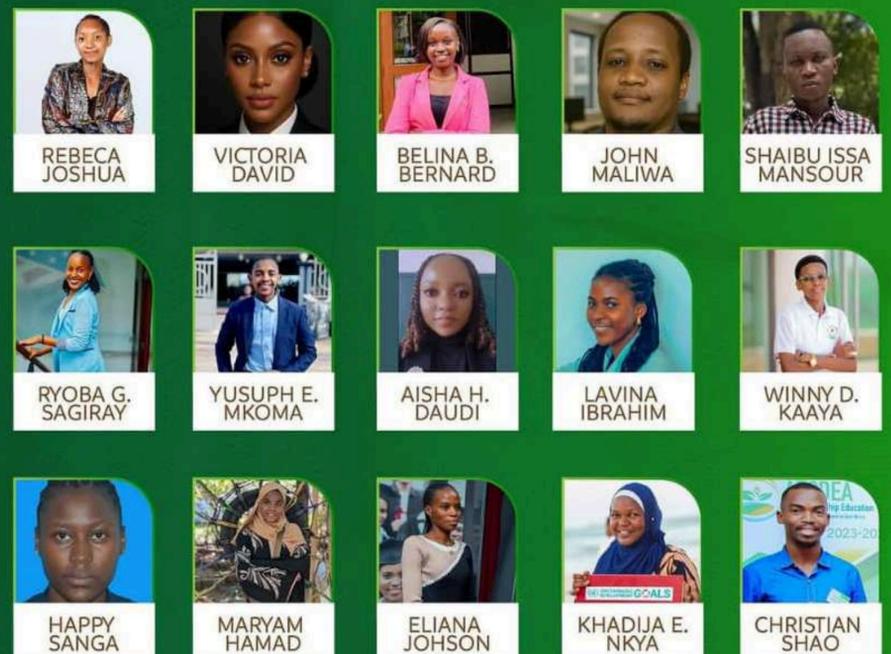
Participants developed practical skills to identify environmental challenges and design market-oriented, sustainable solutions.

Participant Profile

- Total Participants: 15 (100%)
- Female: 10 (67%)
- Male: 5 (33%)
- Age Range: 19–30 years
- Location: Dar es Salaam (Temeke, Ilala, Ubungo)

SELECTED CANDIDATES

YOUTH IN ECO-ENTREPRENEURSHIP PROGRAM



Phase II: Physical Training and Pitch Event (December 2025)

The second phase will build on the virtual training through a two-day in-person workshop focused on prototype demonstration, mentorship, and investor engagement. Planned activities include panel discussions, exhibitions, pitch competitions, and mentorship clinics to support promising youth-led eco-ventures.

Phase II: Physical Training and Pitch Event (December 2025)

Key Achievements

- Increased understanding of green entrepreneurship and circular economy principles.
- Development of 15 youth-led eco-business concepts.
- Strong gender inclusion with 67% female participation.
- Improved skills in business modeling, environmental compliance, and pitching.
- Formation of a peer support and collaboration network.

Participant Feedback

- 94% rated the training as Excellent or Good.
- 87% reported enhanced entrepreneurial and environmental knowledge.
- 92% would recommend the program to peers. Participants recommended extended session durations, practical simulations, and continued mentorship.

Participants emphasized that the program helped them think innovatively about waste as a resource, with several expressing interest in scaling their recycling or upcycling initiatives.



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5.3 Youth & Women Empowerment through Safe Waste Management

Youth & Women Empowerment through Safe Waste Management

The Youth & Women Empowerment through Safe Waste Management project aimed to improve safety, dignity, and livelihoods for women and youth working within informal waste systems, while strengthening inclusive circular economy practices at community level.

The project began with a stakeholder engagement meeting involving local government officials and community leaders in Makangarawe Ward, ensuring alignment, collaboration, and local ownership. It was officially launched on 31 January 2025 in Temeke District through environmental education sessions, occupational safety training, and structured baseline data collection using Kobo Toolbox.

Baseline Insights

A baseline survey with **50 waste pickers** highlighted the realities of informal waste work:

- **Gender:** 73.9% women, 26.1% men
- **Income:** Nearly 70% earned below TZS 50,000 from waste picking
- **Safety gaps:**
 - 69.6% lacked access to personal protective equipment (PPE)
 - 73.9% had never used PPE
 - 82.6% had never received formal waste management training
- **Health risks:** 65.2% reported exposure to occupational health hazards

Despite these challenges, many participants reported positive outcomes from waste work, including improved income, increased ability to support their families, and growing resilience.

Gender Insight

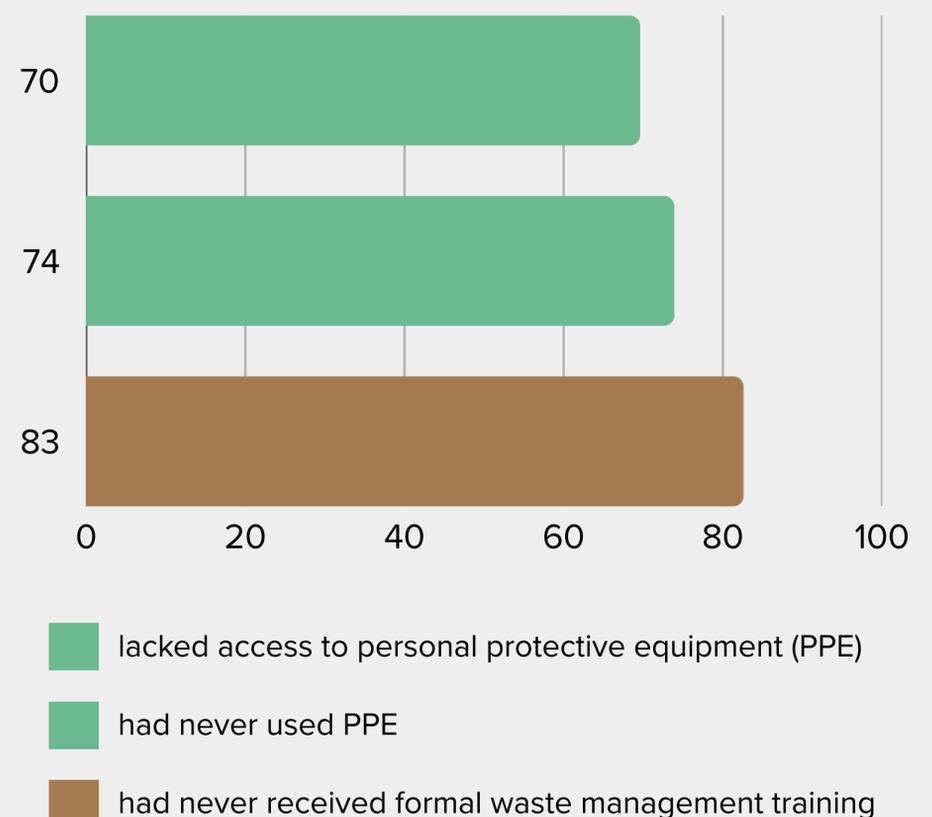


Income: **70%**



Earned below TZS 50,000 from waste picking

Safety gaps:



Key Activities

- Environmental education and awareness on circular economy and health risks
- Training on safe waste handling and occupational safety
- Baseline assessment to inform evidence-based programming
- Engagement with local authorities and community leaders

Project Outcomes

- **Waste pickers directly supported: 50**
- Improved awareness of occupational health and safety risks
- Increased recognition of the need for dignified and safer waste work
- Strengthened collaboration between waste pickers, communities, and local authorities

Learning & Way Forward

The project underscored the urgent need to:

- Expand access to affordable PPE and safety gear
- Strengthen training in circular economy skills and green entrepreneurship
- Improve market access and financial inclusion for waste-derived products
- Address gender-based discrimination and harassment in waste work
- Mobilize sustained funding and partnerships for grassroots waste management



5.4 Community Climate Action & Circular Economy Leadership

(DOT Climate Corps – Makangarawe Safi Initiative)

Through participatory, community-led approaches, WORF supported women and youth to identify local climate challenges and co-create circular economy solutions that strengthen resilience.

Key Activities

- Participatory Action Research (PAR) on climate and waste challenges
- Community mobilization and monthly clean-up actions
- Collaboration with local government for waste collection and drainage clearance

Project Reach & Outcomes

- Women climate champions engaged: 18
- Community clean-up actions conducted: Monthly activities
- Key result: Blocked drainage systems cleared, reducing flood risks

18

Women
climate
champions



This initiative demonstrated the power of community-driven circular solutions in addressing climate risks and improving local environmental conditions.



BEFORE



AFTER



5.5 Digital Business & Economic Inclusion Program

Implemented in partnership with Sheria Kiganjani and Digital Opportunity Trust (DOT), this program focused on strengthening digital and business skills to enhance economic participation—especially for women.

Key Activities

- Digital marketing and online business skills training
- Financial literacy and entrepreneurship support
- Practical application of digital tools for income generation

Project Reach & Outcomes

- Community members trained: 150
- Women participants: 70%

Participants gained practical digital competencies to support entrepreneurship, employment, and leadership within the circular economy and beyond.



150

Community members trained:



70%

Female Beneficiaries



5.6 Advocacy, Policy & Systems Change

In 2025, WORF strengthened its role in advancing inclusive and gender-responsive circular economy systems through advocacy, policy engagement, and multi-stakeholder collaboration. Our advocacy work focused on elevating the voices of women and youth, particularly those working in informal waste systems, and promoting practical, community-led solutions.

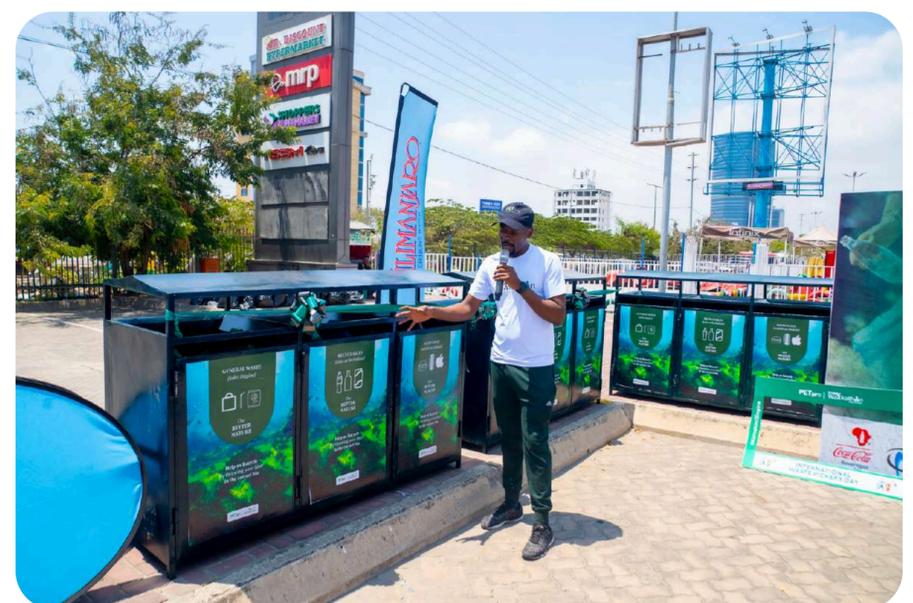
Key Advocacy and Engagement Areas

- Promotion of inclusive circular economy approaches that recognize informal waste workers
- Advocacy for safer, dignified, and gender-responsive waste management systems
- Engagement with local authorities to strengthen collaboration and accountability

Key Engagements and Outcomes

- Convened and participated in stakeholder forums on sustainable waste management
- Commemorated **International Waste Pickers Day**, engaging 300+ participants to raise awareness on dignity, safety, and inclusion
- Participated in national platforms and consultations, including circular economy and climate resilience discussions
- Strengthened collaboration with Local Government Authorities, private sector actors, and civil society organizations

Through these efforts, WORF contributed to increased recognition of women and youth as key actors in circular economy solutions and reinforced the importance of inclusive policy approaches.



6.0 Impact Summary

Across all programs in 2025, WORF generated meaningful **social, economic, and environmental impact**, demonstrating the value of women-led circular economy interventions.

Social Impact

- Strengthened confidence, leadership, and agency among women and youth
- Reduced stigma associated with waste work through visibility and advocacy
- Increased community participation in environmental and climate action

Economic Impact

- Improved income opportunities through circular economy skills and enterprises
- Supported women and youth to diversify livelihoods and strengthen financial resilience
- Enhanced entrepreneurship, savings behavior, and business readiness

Environmental Impact

- Promoted safer and more organized waste recovery and circular practices
- Increased community awareness of waste segregation, climate risks, and environmental protection
- Contributed to cleaner public spaces and reduced environmental health risks



7.0 Stories of Change

Jesca: From Survival to Stability Through the Circular Economy

Jesca, a 32-year-old mother of three from Temeke, had spent years collecting waste in unsafe conditions, earning less than USD 2 per day. Waste work was stigmatized, and she had little confidence that her situation could change.

Through WORF's circular economy training and women-led enterprise support, Jesca gained skills in waste sorting, value addition, basic business management, and savings. She joined a women's group that established a small circular enterprise, transforming recovered materials into income-generating products.

Today, Jesca earns more than double her previous income, participates in a savings group, and supports her children's education more consistently. More importantly, she now identifies herself not as a waste picker, but as an entrepreneur contributing to environmental protection and community wellbeing.



Victoria: Turning Innovation into a Green Enterprise

Victoria, a 24-year-old young woman from Temeke, had a strong environmental idea—converting organic waste into fertilizer—but lacked the knowledge to turn it into a viable business.

Through WORF's Eco-Entrepreneurship Program, Victoria received practical training in circular business models, market analysis, pricing, branding, and resource management. With mentorship and peer learning, she transformed her idea into a structured green enterprise.

Victoria now produces and sells organic fertilizer, manages her value chain effectively, and speaks confidently about her business at community events. Her story illustrates how youth-led innovation can drive circular solutions while creating sustainable livelihoods.





Rehema: Reclaiming Dignity and Leadership in Waste Work

Rehema, a 38-year-old single mother from Mbagala, relied on informal waste picking for survival, earning less than USD 1.50 per day. She faced stigma, unsafe working conditions, and deep self-doubt.

Through WORF's safe waste management and circular livelihoods program, Rehema gained technical skills, protective equipment, and entrepreneurship coaching. Her income increased, she began saving regularly, and her confidence grew significantly.

During International Waste Pickers Day, Rehema stood before more than 300 people to speak about dignity in waste work—something she never imagined possible. Today, she is recognized in her community as an environmental steward and a role model for other women.

8.0 Events, Conferences & Strategic Engagements (2025)

Dar es Salaam Urban Resilience Program (DURP)

In 2025, the Women in Recycling Foundation (WORF) actively engaged in the **Dar es Salaam Urban Resilience Program (DURP)** to advance climate-resilient urban development through inclusive circular economy and sustainable waste management approaches. This engagement aligned closely with WORF's mission to strengthen community resilience while empowering women and youth as key actors in climate solutions.

Contribution to Climate-Resilient Urban Planning

Through stakeholder consultations, WORF contributed to the development of a Green Climate Fund (GCF) concept note by identifying climate risks associated with urban waste systems and advocating for circular economy-based responses. WORF emphasized community-informed strategies that integrate waste reduction, recovery, and value addition to strengthen urban resilience.

Capacity Building and Fundraising for Climate Action

WORF co-hosted a two-day fundraising workshop with DURP and the UK Government from 10–11 February 2025, facilitated by climate expert Dr. Bekki Parrish. The workshop engaged 30 youth participants and combined Training-of-Trainers sessions with practical guidance on grant writing, partnership development, and resource mobilization for climate and circular economy initiatives.



TRAINING WORKSHOP ON FUNDRAISING FOR CLIMATE CHANGE PROJECT



Knowledge Sharing and Partnership Strengthening

WORF also participated in the **DURP Dissemination Workshop** on **13 March 2025**, reflecting on lessons learned and contributions to urban resilience, particularly the application of circular economy models in waste management to address climate vulnerabilities. This engagement strengthened collaboration with government institutions, development partners, and youth-led organizations.

Through its engagement with DURP, WORF expanded its influence in urban climate resilience discussions, strengthened institutional partnerships, and reinforced the role of **women- and youth-led circular economy solutions** in sustainable urban development.



Inauguration of the Economic Women Empowerment through Circular Economy Activities Project (TİKA Partnership)

In 2025, WORF marked a major milestone with the official inauguration of the Economic Women Empowerment through Circular Economy Activities project, implemented in partnership with the Turkish Cooperation and Coordination Agency (TİKA). The event symbolized national and international recognition of women-led circular economy solutions in Tanzania.

The inauguration was officiated by **Hon. Dr. Selemani Saidi Jafo**, Minister of Industry and Trade, alongside the President of TİKA honorable Mr. Serkan Kayalar, **Ambassador of the Republic of Türkiye** and senior representatives from **TİKA**. The presence of high-level government and diplomatic leadership underscored the strategic importance of circular economy approaches in advancing women's economic empowerment, green jobs, and sustainable development.

The event brought together women waste workers, youth, community leaders, development partners, and government officials. It showcased how circular economy interventions—such as waste recovery, value addition, and green entrepreneurship—can transform informal livelihoods into dignified and sustainable economic opportunities for women and youth.

Beyond its symbolic importance, the inauguration strengthened WORF's institutional credibility, expanded its partnership network, and positioned the organization as a key actor in women-led circular economy programming at both national and international levels.





TO SUPPORT THE 'ZERO WASTE' INITIATIVE, ALL THE MACHINERY AND EQUIPMENT NEEDED FOR PRODUCING BRICKS AND PAVING STONES FROM PLASTIC WASTE HAVE BEEN PROVIDED BY THE TURKISH COOPERATION AND COORDINATION AGENCY ON BEHALF OF THE REPUBLIC OF TÜRKİYE

KATIKA KUSAIDIA MPANGO WA 'ZIRO TAKA', MASHINE NA VIFAA WA MACHAKA KWA AJILI YA UTENGENEZAJI WA MATOFALI KUTOKANA NA UTOGOTO WA KAWA NA SHIRIKA LA USHIRIKIANO NA URATIBU LA UTUJAZI WA MATOFALI KWA NIABA YA JAMHURI YA UTURUKI

2024



Leadership Development: Stawi Lab Adaptive Leadership Program

In June 2025, WORF strengthened its internal leadership capacity through participation in the Stawi Lab Adaptive Leadership Program, where WORF's Project Lead took part in an intensive two-day leadership training.

The program was hosted by HER Initiative in collaboration with Kansas State University – Staley School of Leadership, and supported by the Mandela Washington Fellowship through the U.S. Reciprocal Exchange component of Young African Leaders Initiative (YALI).

Over the course of the program, participants explored adaptive leadership tools focused on leading with purpose, navigating complex challenges, and driving meaningful community impact. The training emphasized ethical leadership, systems thinking, and community-centered approaches—values that align strongly with WORF's mission and organizational culture.

Participation in the Stawi Lab reinforced WORF's commitment to investing in people, nurturing a new generation of ethical, bold, and values-driven African leaders capable of advancing inclusive circular economy and climate solutions.





Tanzania National Plastic Action Partnership (Tz-NPAP) Stakeholder Meeting

In **July 2025**, WORF participated in the **Tanzania National Plastic Action Partnership (Tz-NPAP)** stakeholder meeting, which focused on **Gender Equality and Social Inclusion (GESI)** within the context of plastic pollution and waste management in Tanzania.

The meeting examined the current status of plastic waste, its environmental and health impacts, and systemic challenges in waste management. Discussions were informed by evidence-based analysis, including baseline data on plastic waste generation, projections of plastic leakage under business-as-usual scenarios, and system-change pathways aimed at significantly reducing plastic pollution by 2040.

A key focus of the dialogue was the socio-economic dimension of plastic pollution, particularly its disproportionate impact on women, informal workers, and low-income urban communities. Findings highlighted the growing urbanization of poverty and the need for inclusive economic interventions that address both environmental degradation and livelihood vulnerability.

In response, WORF shared its women-led circular economy model, demonstrating how plastic waste recovery and value addition can generate dignified income opportunities for women while contributing to environmental sustainability. WORF emphasized that waste should not be viewed solely as an environmental burden, but as a resource for inclusive economic growth when circular approaches are applied.

The engagement reinforced the importance of integrating gender-responsive, community-based circular economy solutions into national plastic action planning and strengthened WORF's role as a grassroots contributor to policy and systems-level dialogue.



Climate and Health Forum – Tanzania Health Summit 2025

In September 2025, WORF was invited to speak at the Climate and Health Forum, organized by Africa Health and Development Alliance (AHDA) as a side event of the Tanzania Health Summit 2025. The forum was held under the theme *“Women, Youth and Community Health Workers Driving Equitable and Inclusive Actions for a Sustainable Future.”*

WORF was represented by its Project Coordinator, who participated as a youth leader and advocate for women’s inclusion in the circular economy. During the panel discussion, WORF highlighted the critical role of women- and youth-led circular economy initiatives in strengthening climate resilience and improving community health outcomes.

Key contributions from WORF focused on:

- The link between circular economy practices, climate resilience, and healthier communities
- WORF’s work supporting women and youth through waste-based livelihoods and circular value chains
- Practical examples of community-led solutions, including sustainable waste management, upcycling, clean energy initiatives, and regenerative practices
- The need for inclusive financing, enabling policy frameworks, and strong community engagement to scale climate- and health-responsive circular solutions

Through this engagement, WORF amplified grassroots perspectives within national health and climate dialogues and reinforced the message that women and youth are not merely beneficiaries, but key drivers of innovation and systemic change at the intersection of climate action and public health.



Circular Economy Fellowship

In August 2025, WORF strengthened its institutional and leadership capacity through participation in the Circular Economy Fellowship, where WORF's Project Lead was selected to join a regional cohort of young leaders and entrepreneurs.

The fellowship was implemented by 10 Billion Strong in partnership with HUDEF0, and brought together participants from Tanzania, Kenya, Botswana, and Kyrgyzstan. The program equipped fellows with practical skills, knowledge, and networks to design and implement community-based circular economy solutions.

The fellowship emphasized hands-on application of circular economy principles—Reduce, Reuse, Repair, and Recycle—through a blended approach combining virtual learning, in-person workshops, mentorship, and project implementation. Through this process, WORF's Project Lead strengthened leadership, innovation, and implementation skills that directly contribute to the organization's circular economy programming.

During the in-person workshop, the Project Lead participated as a panelist, sharing WORF's practical experience in implementing women- and youth-led circular economy models. She highlighted how WORF applies circular principles in real-world contexts to create jobs, generate income, expand market access, and improve environmental outcomes in Tanzanian communities.

Participation in the fellowship enhanced WORF's institutional capacity, expanded regional and global networks, and reinforced the organization's commitment to scaling inclusive, community-led circular economy solutions that drive both environmental sustainability and economic empowerment.



9.0 Institutional Visits & Learning Exchanges

In 2025, WORF hosted several institutional visits and learning exchanges at its office and project sites. These visits provided opportunities for partners, stakeholders, and peer organizations to learn from WORF's women-led circular economy model and community-based approaches.

Visit from VSO Tanzania

In February 2025, WORF hosted a learning and engagement visit from VSO Tanzania at its office. The visit provided an opportunity to explore potential strategic partnerships focused on advancing green and blue economy initiatives in Tanzania.

Discussions centered on shared priorities, including community-led economic empowerment, youth and women's leadership, and environmentally sustainable livelihood models. WORF shared its experience in implementing women- and youth-led circular economy interventions, while exploring opportunities for collaboration in skills development, community engagement, and inclusive economic growth.

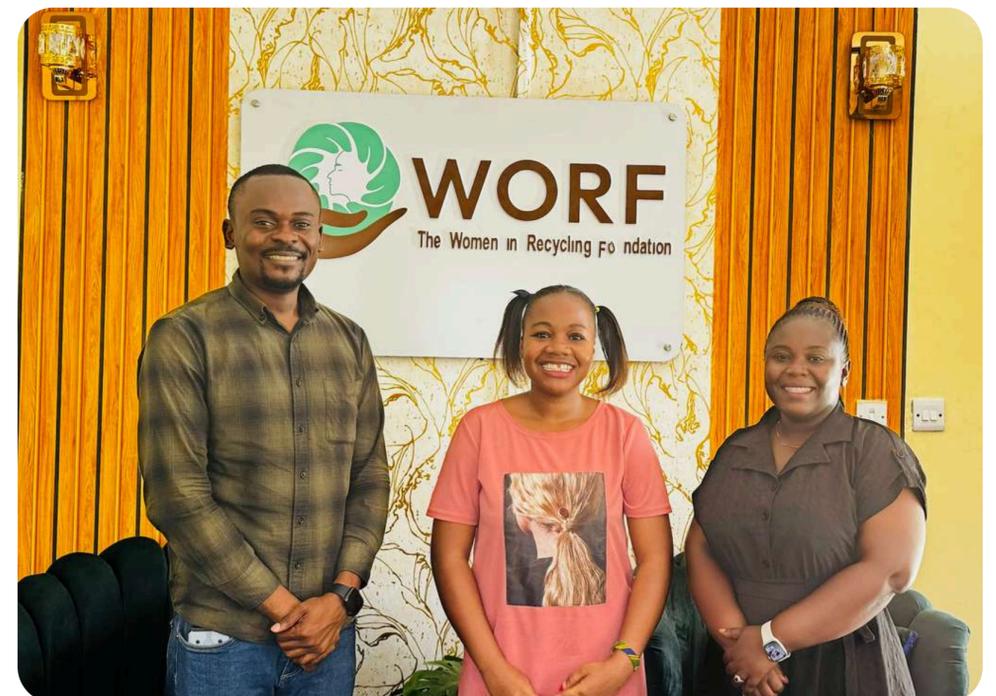
The visit strengthened mutual understanding and opened pathways for future collaboration aligned with WORF's mission to scale inclusive, climate-resilient, and community-driven solutions.



Visit from PETpro

In **February 2025**, WORF hosted a strategic visit from **PETpro**, during which discussions focused on collaboration around waste picker inclusion, Extended Producer Responsibility (EPR), and circular economy advocacy. The engagement explored shared priorities related to waste segregation, dignified livelihoods, and stronger recognition of informal waste workers within formal waste management systems.

The visit resulted in a **successful partnership** to jointly commemorate **International Waste Pickers Day**, demonstrating how dialogue and alignment can translate into collective action.



Visit from The Egmont Trust Fund

In **March 2025**, WORF was honored to welcome a delegation from **The Egmont Trust Fund** to its offices. The visit provided an important opportunity to share WORF's journey, impact, and future vision in advancing women's empowerment through circular economy solutions.

During the visit, the delegation engaged with WORF's team to gain firsthand insight into ongoing initiatives, including circular economy-based livelihood programs, environmental advocacy, and youth engagement. The discussions highlighted WORF's community-driven approach to transforming waste into sustainable economic opportunities for women and youth.

The visit fostered meaningful dialogue and opened space to explore **potential future collaboration**. WORF greatly appreciated the Egmont Trust Fund's interest and engagement, which reinforced the value of strategic partnerships in scaling inclusive, locally led solutions.



Engagement with United Planet

In **June 2025**, WORF engaged in partnership discussions with **United Planet** to explore opportunities for hosting **international volunteers** in support of WORF's mission. The discussions focused on fostering global solidarity while strengthening women- and youth-led circular economy initiatives in Tanzania.

The proposed collaboration aims to leverage international volunteer expertise to support community programs, capacity building, and knowledge exchange—while ensuring that local leadership, context, and priorities remain central.

This engagement reflects WORF's commitment to building cross-border partnerships that enhance learning, amplify impact, and promote inclusive, community-driven solutions.

The discussions marked an important step toward establishing a partnership that connects global citizens with grassroots circular economy action, creating mutual learning opportunities and lasting impact across communities.



Community Learning Visit: Women Waste Pickers from Gongo La mboto

In April 2025, WORF proudly hosted a group of women waste pickers from Gongo La mboto, led by Call for Environmental Conservation. The visit served as a powerful peer-learning exchange, bringing together women from different communities to share experiences, challenges, and opportunities within the circular economy.

During the visit, participants engaged with WORF's team and women-led initiatives to learn how waste recovery and value addition can be transformed into sustainable livelihood opportunities. The exchange highlighted the importance of solidarity, collective learning, and women's leadership in advancing inclusive circular economy solutions.

The visit reinforced WORF's commitment to empowering women through the circular economy—uplifting livelihoods, strengthening confidence, and protecting the environment through community-led action.



Consultant Delegation from International Union for Conservation of Nature (IUCN) – Bahari Yetu (Our Ocean) Project

In September 2025, WORF hosted a consultant delegation from the International Union for Conservation of Nature (IUCN) as part of learning and partnership discussions under the Bahari Yetu (Our Ocean) project.

The visit aimed to understand WORF's practical approaches to implementing blue and green economy initiatives, particularly community-led models that link waste management, circular economy solutions, livelihoods, and environmental conservation. WORF shared its experience in empowering women and youth through waste-based livelihoods, recycling, and circular value chains that contribute to both marine and terrestrial ecosystem protection.

Discussions focused on opportunities to integrate WORF's grassroots expertise into the Bahari Yetu project, especially in areas related to community engagement, inclusive economic opportunities, and locally driven circular economy solutions that address marine pollution and climate resilience.



Capacity Building & Institutional Development

In 2025, WORF invested in strengthening internal capacity to ensure effective program delivery, accountability, and long-term sustainability. Office-based capacity-building activities focused on leadership development, team coordination, monitoring and reporting, and organizational learning.

Key areas of focus included:

- Team leadership and coordination
- Program planning and implementation
- Monitoring, evaluation, and data management
- Communication and internal systems strengthening

These capacity-building efforts enhanced staff confidence, improved collaboration, and strengthened WORF's ability to deliver high-quality, community-led circular economy programs. By investing in people and systems, WORF reinforced its foundation for growth and impact.



New Donors, Partners & Memberships

In 2025, WORF strengthened its institutional sustainability and global positioning through new donors, strategic partnerships, memberships, and fiscal sponsorship arrangements that support long-term growth and impact.

Donors & Strategic Supporters

- Women First International Fund – Core supporter of women-led, feminist, and community-driven initiatives advancing gender justice and economic empowerment
- Turkish Cooperation and Coordination Agency (TİKA)
- Global Greengrants Fund
- UK Government – Dar es Salaam Urban Resilience Program (DURP)
- Global Youth Mobilization (funded by the European Union)
- Rotary Club of El Cajon Sunset

These partners supported women-led circular economy initiatives, youth empowerment, climate resilience, and community-based environmental action.



Fiscal Sponsorship & Global Fundraising

In March 2025, WORF obtained fiscal sponsorship through Give to Africa, enabling the organization to apply for U.S.-based grants that require a 501(c)(3) sponsor.

Through this partnership, WORF receives ongoing support in:

- Fundraising strategy and donor engagement
- Technical proposal development
- Monthly coaching and institutional strengthening

This represents a strategic shift from primarily local fundraising toward a diversified, global resource mobilization approach.



Memberships & Networks

In 2025, WORF became a member of the **African Philanthropy Network (APN)**, strengthening its connection to African-led philanthropic ecosystems and expanding opportunities for learning, advocacy, and collaboration.



10.0 Challenges & Lessons Learned

Key Challenges

Despite meaningful progress in 2025, WORF encountered several challenges common to grassroots, women-led organizations operating in complex environments:

- **Limited and short-term funding:** Many programs relied on project-based funding, making long-term planning and scaling challenging.
- **High demand versus available resources:** Community needs and interest in circular economy solutions exceeded available financial and human resources.
- **Safety and structural barriers in waste work:** Women and youth in informal waste systems continued to face health risks, limited access to protective equipment, and social stigma.
- **Policy and system gaps:** While engagement with stakeholders increased, translating dialogue into systemic change requires sustained advocacy and time.
- **Capacity constraints:** As programs expanded, balancing program delivery with documentation, learning, and institutional systems remained a challenge.

Lessons Learned

Through these challenges, WORF gained valuable insights that will guide future work:

- **Community-led approaches are essential:** Solutions designed with communities—especially women waste workers—are more effective, trusted, and sustainable.
- **Circular economy requires more than recycling:** Livelihood impact is strongest when waste recovery is combined with value addition, market access, and entrepreneurship support.
- **Partnerships multiply impact:** Strategic collaborations with government, civil society, and private sector actors significantly strengthen reach and influence.
- **Investing in people matters:** Leadership development and team capacity building are critical for sustaining impact and organizational resilience.
- **Flexibility enables resilience:** Adaptive planning allows grassroots organizations to respond effectively to evolving community needs and opportunities.

Looking Ahead to 2026

As WORF enters 2026, the organization remains committed to deepening its impact while staying rooted in community-led, women-centered approaches to the circular economy. Building on the lessons of 2025, WORF will focus on strengthening quality, partnerships, and sustainability rather than rapid expansion.

Key priorities for 2026 include:

- **Scaling women-led circular economy initiatives** that strengthen livelihoods, dignity, and environmental protection, particularly for women and youth in informal waste systems.
- **Deepening partnerships** with government, civil society, private sector, and international allies to co-create inclusive and climate-responsive solutions.
- **Advancing blue and green economy linkages**, including initiatives that address marine pollution, urban waste challenges, and climate resilience.
- **Strengthening youth leadership and eco-entrepreneurship**, supporting young innovators to develop and implement locally relevant circular solutions.
- **Expanding advocacy and systems engagement** to promote recognition, protection, and inclusion of waste pickers within formal waste management and policy frameworks.
- **Continuing to invest in people and learning**, ensuring that WORF's team and community leaders have the skills, confidence, and support needed to lead change.

Looking ahead, WORF will continue to view waste not as a problem, but as an opportunity—to create dignified livelihoods, protect ecosystems, and advance gender-just and climate-resilient development. With strong partnerships and community trust, WORF enters 2026 with clarity of purpose and optimism for the future.

Acknowledgements

The Women in Recycling Foundation (WORF) extends its sincere gratitude to all partners, supporters, collaborators, and community members who contributed to our work in 2025. Your trust, collaboration, and shared commitment made it possible to advance women-led circular economy solutions and community-driven climate action.

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Donors & Funding Partners

- Women First International Fund
- Turkish Cooperation and Coordination Agency (TIKA)
- Global Greengrants Fund
- UK Government – Dar es Salaam Urban Resilience Program (DURP)
- Global Youth Mobilization (funded by the European Union)
- Rotary Club of El Cajon Sunset

Strategic, Program & Learning Partners

- PETpro
- Girls in Climate Tanzania
- Digital Opportunity Trust (DOT Tanzania)
- Sheria Kiganjani
- VSO Tanzania
- United Planet
- International Union for Conservation of Nature (IUCN)
- Africa Health and Development Alliance

Networks & Institutional Support

- African Philanthropy Network
- Give to Africa (Fiscal Sponsor)

Government & Community Partners

We also acknowledge the continued collaboration of **Local Government Authorities**, particularly **Temeke Municipality**, ward leaders, community-based organizations, women waste pickers, youth leaders, and volunteers whose lived experiences and leadership are at the heart of WORF's work.

Finally, we thank the **women and youth we serve** for their courage, resilience, and leadership. Your voices, ideas, and determination continue to inspire our mission and guide our path forward.





Finally we Thank our Partners and Donors

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Partners



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